

Old Age, Disability, Death

First and current law: 1954, as amended 1992.

Type of program: Social insurance system.

Exchange rate: U.S. \$1.00 equals 23.92 pesos.

Coverage

Employed persons including Filipino seafarers aboard foreign vessels; qualified self-employed with 1,800 pesos or more in annual income; self-employed farmers and fishermen with 1,500 pesos or more in monthly income; and domestic servants with 1,000 pesos or more in monthly wages.

Exclusions: Family labor.

Special system for government employees.

Voluntary coverage available for those previously under mandatory coverage.

Source of Funds

Insured person: 3.33% of earnings, according to 23 wage classes; self-employed, 8% of earnings, according to 23 wage classes.

Employer: 4.67% of payroll, according to 23 wage classes.

Government: Any deficit.

Maximum earnings for contribution and benefit purposes: 8,000 pesos a month.

Above contributions also finance cash sickness benefits.

Qualifying Conditions

Old-age pension: Age 60 and 120 months of contribution.

Retirement necessary until age 65, though earnings up to 300 pesos a month permitted. Payable abroad only if reciprocity.

Disability pension: Permanent and total disablement. 36 months of contribution.

Survivor pension: Death of insured person. 36 months of contribution.

Old-Age Benefits

Old-age pension: Monthly pension equals 300 pesos, plus 20% of the average monthly credited earnings, plus 2% of the average monthly credited earnings for each credited year of service in excess of 10 years.

Minimum pension: 1,200 pesos a month if insured contributed at least 240 months (1,000 a month if contributed for less than 240 months) or 40% of average monthly credited earnings, whichever is higher.

Dependents' supplement: 10% of old-age pension or 150 pesos, whichever is higher, for each of 5 youngest children under age 21.

Refund of contribution: Employee and employer contributions plus 6% interest, if ineligible for pension.

Adjustment: Periodic adjustment of benefits based on price and wage changes.

Schedule of payments: 13 per year, with 13th pension equal to level of most recent payment.

Permanent Disability Benefits

Disability pension: Benefit level computed as shown under old-age pension.

Minimum pension: 1,000 pesos a month if insured contributed for at least 120 months (800 pesos if less than 120 contributions) or 40% of average monthly credited earnings, whichever is higher.

Dependents' supplement: 10% of pension or 150 pesos, whichever is higher, for each of 5 youngest children under age 21.

Supplementary pension (permanent total and partial disability): 500 pesos a month.

Partial disability: Benefit computed as total disability but length of payment related to degree of disability.

Disability grant: Permanent total disability, lump sum equal to 35 months' pension; permanent partial disability, lump sum equal to 35 months' pension times degree of disability.

Adjustment: Periodic adjustment of benefit payments based on price and wage changes.

Schedule of payments: 13 per year, with 13th pension equal to level of most recent payment.

Survivor Benefits

Survivor pension: 100% of monthly pension of insured, as defined under old-age pension, to surviving spouse and dependent children.

Minimum pension: 1,000 pesos a month if insured contributed for at least 120 months (800 pesos if less than 120 contributions) or 40% of average monthly credited earnings, whichever is higher.

Survivor grant (if ineligible for survivor pension because less than 36 months of contributions, but at least 3 months' contribution):

Lump sum equal to 35 months' pension of insured; for less than 3 months of contribution, lump sum of 1,000 pesos or the total combined employer-employee contribution, whichever is higher.

If no surviving spouse and dependent children, 20 months' pension payable to dependent parents and other descendants.

Orphans: 10% of pension or 150 pesos, whichever is higher, to each of 5 youngest children under age 21.

Survivors of old-age or disability pensioner: 100% of pension plus dependent's pension.

If no surviving spouse or dependent children and the worker dies within 60 months from the start of his pension, lump sum of 20 months' pension, or 60 months' pension less pension drawn, whichever is higher, to secondary beneficiaries.

Schedule of payments: 13 per year, with 13th pension equal to the level of most recent payment.

Funeral grant: 10,000 pesos.

Administrative Organization

Social Security Commission, general direction of program including issuance of regulations; tripartite membership.

Administrator, chief executive officer responsible for direct administration of social security system.

Sickness and Maternity

First and current laws: 1954 as amended in 1990 (sickness benefits), 1969 as amended in 1993 (medical care), and 1977 as amended in 1992 (maternity).

Type of program: Social insurance system. Cash and medical benefits.

Coverage

Cash benefits: Employed persons, including Filipino seafarers aboard foreign vessels; qualified self-employed with 1,800 pesos or more in annual income; farmers and fishermen with 1,500 pesos or more in monthly income; domestic servants with 1,000 pesos or more in monthly income. Exclusions: Family labor.

Medical care: Employed persons including government employees, self-employed with 1,800 pesos or more in annual income, and pensioners with their dependents.

Maternity benefits: Private sector employees, except family labor. Special system for government employees. Voluntary coverage for those previously under mandatory coverage.

Source of Funds

Insured person: Medical benefits—employed persons, 1.25% (self-employed, 2.5%) of earnings according to 13 wage classes. None for pensioners and dependents.

Sickness benefits, see pension contribution above. **Maternity benefits**, no contribution necessary.

Employer: Medical benefits—1.25% of payroll, according to 13 wage classes; 0.4% of payroll for maternity benefits, according to 23 wage classes.

Sickness benefit, see pension contribution above.

Government: Any deficit.

Maximum earnings for contribution purposes: Employed persons, 3,000 pesos a month for medical benefits; 8,000 pesos a month for sickness and maternity benefits.

Qualifying Conditions

Cash sickness benefit: 3 months of contribution within last 12 months. Confinement in hospital, or elsewhere with administrative approval.

Cash maternity benefits: 3 months of contribution within last 12 months. Insured covered for 4 deliveries after March 1973. Must be currently employed.

Medical benefits: For non-pensioners, 3 months of contribution within last 12 months before 1st day of confinement. For pensioners, no qualifying conditions.

Sickness and Maternity Benefits

Sickness benefits: 90% of average daily wage during 6 highest months during the last 12 months. Minimum benefit, 10 pesos a day; maximum, 200 pesos a day. Payable after 3-day waiting period (unless injury or acute disease) for up to 120 days in calendar year, not to exceed 240 days for same illness.

Maternity benefit: 100% of average daily wage during highest 6 months of the 12 months preceding delivery, miscarriage, or abortion. Payable for 60 days for non-caesarian cases and 78 days for caesarian deliveries.

Maximum maternity benefit 18,000 pesos for non-caesarian cases and 20,800 pesos for caesarian deliveries. No benefits for self-employed or voluntarily covered persons.

Workers' Medical Benefits

Medical benefits: Services rendered by providers paid directly by health fund according to a fixed schedule. Includes limited

reimbursement for general and specialist care, hospital care, laboratory and X-ray fees, surgery, and medicines.

Maximum: 45 days hospitalization.

Above benefits available to both active workers and pensioners.

Dependents' Medical Benefits

Medical benefits for dependents: Same as for insured. Includes dependents of pensioners.

Administrative Organization

Social Security Commission, general direction of cash sickness and maternity program.

Administrator, chief executive officer responsible for direct administration of medical benefits.

Employers pay sickness and maternity benefits directly to own employees, receiving reimbursement from social security system.

Medical Care Commission, general direction of medical care program.

Work Injury

First and current law: 1974, as amended 1994.

Type of program: Social insurance system.

Coverage

Employed persons including Filipino seafarers aboard foreign vessels, and domestic servants earning more than 1,000 pesos a month.

Exclusions: Family labor and self-employed persons.

Special system for government employees.

Source of Funds

Insured person: None.

Employer: 1% of payroll, according to 10 wage classes.

Government: None.

Maximum earnings for contribution purposes: 1,000 pesos a month.

Qualifying Conditions

Work-injury benefits: One month of contribution.

Temporary Disability Benefits

Temporary disability benefit: 90% of average daily wage of 6 highest months during last 12 months.

Minimum benefit, 10 pesos a day. Maximum, 90 pesos a day.

Payable from first day of disability due to injury, after a 3-day waiting period if due to sickness, for up to 240 days.

Permanent Disability Benefits

Permanent disability pension: Total disability, 115% of monthly old-age pension. Minimum pension, 2,000 pesos a month, or 40% of average monthly credited earnings, whichever is higher.

Dependents' supplement: 10% of pensioner or 150 pesos, whichever is higher, for each of 5 youngest children under age 21.

Partial disability: Same as total disability but duration of benefit proportionate to degree of incapacity, according to schedule.

PHILIPPINES

Minimum, 2,000 pesos a month or 40% of average monthly credited earnings, whichever is higher.

Supplementary pension: 575 pesos a month for permanent total and permanent partial disability.

Workers' Medical Benefits

Medical benefits: Medical, surgical, and hospital services; appliances and rehabilitation.

Survivor Benefits

Survivor pension: 100% of monthly pension of insured.

Orphans: 10% of pension or 150 pesos, whichever is higher, for each of 5 youngest children under age 21.

Survivor grant: Monthly pension of insured payable to secondary beneficiaries up to 60 months, not less than 120,000 pesos in total.

Survivors of permanent total disability pensioner: 100% of monthly pension plus orphans' pensions.

Funeral grant: 10,000 pesos.

Administrative Organization

Department of Labor, general supervision.

Administrator, chief executive officer responsible for direct administration of medical benefits.

Employees' Compensation Commission, initiates and coordinates program policies and determines contribution rates.

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